

PAY DIFFERENTIAL 44
EDUCATIONAL INCENTIVE PAY - UNIT 06 AND EXCLUDED EMPLOYEES

Established: 05/01/98

Revised: 07/01/98, 01/01/00, 07/01/02, 07/01/03, 09/01/04*, 10/01/04

CLASS TITLE	CLASS CODE	CB/ID	EFFEC. DATE	RATE	EARNINGS ID	DEPARTMENT
Rank and File:						
Community Services Consultant	9717	R06	07/01/99	\$107 * per pay period	8E6 (Full-time, Part-time) 8E7 (Intermittent)	Department of Youth Authority
Correctional Counselor I	9904		07/01/98			Department of Corrections Department of the Youth Authority
Correctional Counselor II (Specialist)	9901					
Correctional Officer	9662		05/01/98			
Fire Fighter, Correctional Institution	9001		07/01/98			
Fire Service Training Specialist, Correctional Facility	9016					
Medical Technical Assistant - Correctional Facility	8217					
Parole Agent I, Adult Parole	9765					
Parole Agent II, Adult Parole (Specialist)	9762					
Parole Agent I, Youth Authority	9701					
Parole Agent II, Youth Authority (Specialist)	9696					
Youth Correctional Counselor	9581					
Youth Correctional Officer	9579		05/01/98 07/01/98			
Medical Technical Assistant (Psychiatric)	8221		05/05/99 07/01/02	Department of Mental Health: - Vacaville - Salinas Valley Psychiatric Program		
Excluded/Confidential:						
Confidential Designated Employees	Various	C06	07/01/98	\$100 per pay period	8E6 (Full-time, Part-time) 8E7 (Intermittent)	Department of Corrections Department of the Youth Authority
Correctional Lieutenant	9656	S06				
Correctional Sergeant	9659					
Lieutenant, Youth Authority	9574					
Sergeant, Youth Authority	9577					

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•	Correctional Officers; Group Supervisors; Fire Fighters, Correctional Institution; Fire Service Training Specialists, Correctional Facility; Lieutenants, Youth Authority; Sergeants, Youth Authority; Correctional Lieutenants; and Correctional Sergeants; who have attained an associate of arts, bachelors degree, a higher degree, or sixty (60) semester units, or the equivalent quarter units from an accredited community college or university, shall be eligible for the Educational Incentive Pay. Employees are not eligible while attending the Basic Academy.
•	Medical Technical Assistants who have attained a bachelor's degree in nursing or in a related health care field or who have attained an associate of arts degree in criminal justice shall be eligible for the Educational Incentive Pay.
•	Correctional Counselors, Community Services Consultants Parole Agents, and Youth Correctional Counselors who have attained a masters degree shall be eligible for the Educational Incentive Pay
•	Upon movement to another classification in the employee's vertical class series, the employee shall move from his/her combined salary rate (base salary plus Educational Incentive Pay) only if the to classification is not also eligible for an educational incentive. The salary rate shall not exceed the maximum of the new class when computing the appointment salary rate.
•	If an employee has an additional position, the primary position is used to determine eligibility for the differential.
•	Employees on a training and development or out-of-class assignment to an eligible classification are not eligible because eligibility is based on the employee's actual classification. If an eligible employee is on a training and development or out-of-class assignment to an ineligible classification, they shall continue to be eligible based on their actual classification.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	
-FULL TIME/PART TIME	Yes
-INTERMITTENT	No (See Below)**
SUBJECT TO QUALIFYING PAY PERIOD	No
TIME BASE ELIGIBILITY	All
TENURE ELIGIBILITY	All except retired annuitants
SUBJECT TO PERS DEDUCTION	Yes

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	Yes
IDL	Yes
EIDL	Yes
NDI	Yes
LUMP SUM VACATION	Yes
LUMP SUM SICK	Yes
LUMP SUM EXTRA	Yes

* Per the R06 MOU, effective 07/01/04, the rate for this pay differential should have been increased from \$102 per pay period to \$107 per pay period. However, the rate for this pay differential was inadvertently not changed effective 07/01/04. To correct the oversight, a "one-time only rate" of \$117 per pay period for this pay differential is established effective 09/01/04 to reflect the increase for the July, August, and September 2004 pay periods. Effective 10/01/04, the rate for this pay differential will be \$107 per pay period.

** Permanent Intermittent employees must work 88 hours in a pay period to receive the pay differential, and any hours under 88 shall not receive a pro-rated amount of this differential.